

Message Text

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FOR: CMM, FRANCE/BENELUX, USDOC NLT MAY 26

E.O. 11652: N/A
TAGS: BEXP, NL
SUBJ: TEMPS, CASE NO. EDP 0101

REF: STATE 120711

TEMPS: CASE NUMBER EDP 0101

THE FOLLOWING RESPONSES ARE KEYED TO THE QUESTIONS POSED IN REFTEL:

A) SOME MAJOR DUTCH EMPLOYERS INCLUDING MULTINATIONALS, MAINTAIN FULLY COMPUTERIZED PERSONNEL SYSTEMS. MOST DUTCH EMPLOYERS NOW USE AUTOMATED SYSTEMS FOR COMPUTING WAGES AND SALARIES, WITHHOLDING TAXES AND RETIREMENT AND OTHER FINANCIAL MATTERS. GIVEN INCREASING EMPHASIS ON CAREER PLANNING AND DEVELOPMENT, PLANNING OF COMPANY STRUCTURE AND EFFICIENCY, THERE IS A TENDENCY TOWARD THE USE OF MORE SOPHISTICATED PERSONNEL INFORMATION SYSTEMS.

B) NO, NOR ARE ANY TO BE EXPECTED IN THE FORESEEABLE FUTURE.

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C) 1. A SURPLUS RATHER THAN A SCARCITY OF QUALIFIED PROGRAMMERS IS EXPECTED AS COMPUTER LANGUAGES ARE BECOMING LESS COMPLICATED AND CHIPS ARE TAKING OVER.

2. SO FAR, THERE ARE NO SPECIFIC LEGAL RESTRICTIONS (SEE E.).

3. THERE IS SOME EMOTIONAL RELUCTANCE AMONG DUTCH EMPLOYERS

TO USE AUTOMATED SYSTEMS FOR THE STORAGE OF INFORMATION OF A MORE PERSONAL NATURE. MOST PERSONNEL FILES STILL CONSIST OF HANDWRITTEN DOCUMENTS.

D) BECAUSE OF THE HIGH AND INCREASING COST OF LABOR, THE IMPORTANCE OF TRADE UNIONS AND GREAT SENSITIVITY TO SOCIAL FACTORS, EFFECTIVE PERSONNEL MANAGEMENT IS GENERALLY A HIGH-RANKING MANAGEMENT PRIORITY. HOWEVER, THERE IS STILL A NOTICEABLE LACK OF PROFESSIONALISM IN THE FIELD.

E) THERE IS NO NATIONAL PRIVACY LAW IN FORCE WHICH WOULD INHIBIT THE INSTALLATION OF PERSONNEL DATA SYSTEMS. HOWEVER, PROPOSALS REGARDING THE PROTECTION OF THE PRIVACY OF INDIVIDUALS ARE CURRENTLY UNDER CONSIDERATION WITHIN THE MINISTRY OF JUSTICE (PRIVACY EN PERSOONSREGISTRATIE, EINDRAPPORT VAN DE STAATSCOMMISSIE BESCHERMING PERSOONLIJKE LEVENSSFEER IN VERBAND MET DE PERSOONSREGISTRATIE , STAATSUITGEVERIJ THE HAGUE, 1976). THE MINISTRY EXPECTS THAT A PRIVACY ACT OF SOME SORT WILL BECOME LAW WITHIN THE NEXT THREE YEARS. PROPOSALS UNDER CONSIDERATION WOULD DEAL WITH THE ESTABLISHMENT OF PERSONAL DATA SYSTEMS, PURPOSES OF DATA STORAGE, CONTROLLING ACCESS, AND SAFEGUARDS TO PREVENT ABUSES IN THE STORING, PROCESSING AND DISSEMINATION OF PERSONAL INFORMATION BOTH IN THE PUBLIC AND PRIVATE SECTORS.

PENDING THIS LEGISLATION, DIRECTIVES REGARDING THE USE OF AUTOMATED SYSTEMS HAVE BEEN ISSUED BY THE GOVERNMENT FOR ITS OWN USE, AND COMPANIES ALREADY USING COMPUTERIZED SYSTEMS APPLY THEIR OWN OFTEN UNCLASSIFIED

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STRICT RULES TO PREVENT MISUSE AND TO GUARANTEE THE PROTECTION OF PERSONAL INFORMATION.
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